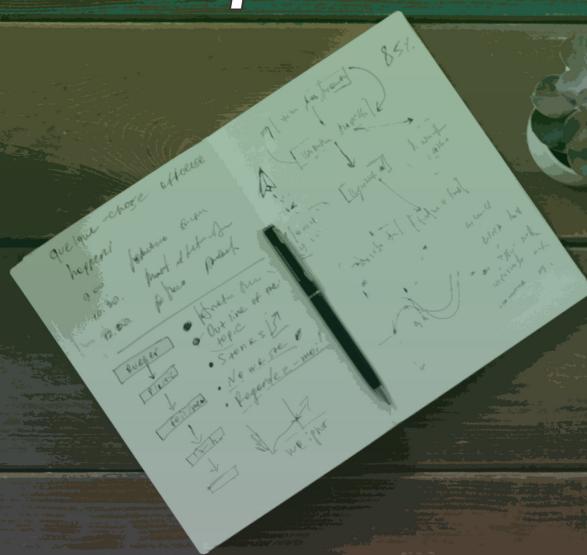
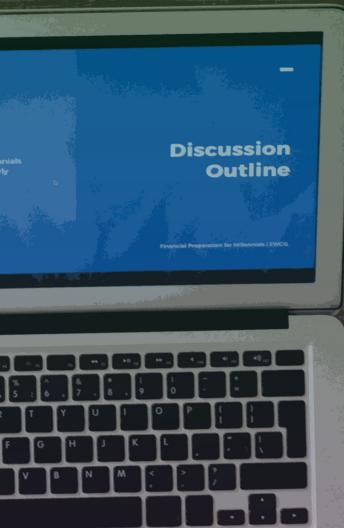


# BUILDING INCLUSIVITY BREAKING STEREOTYPES

*Advancing gender equality  
and women empowerment*



Presented by:  
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# EXECUTIVE SUMMARY

The Sustainable Development Agenda for 2030 was adopted by the United Nations (UN) Member States identifying 17 Sustainable Development Goals (SDGs) and 169 associated targets. One of the goals identified is the achievement of gender equality and empowerment of all women and girls. This goal encompasses other SDGs in every industry and sector considering that women constitute a significant part of the world's population. Over the period of years, remarkable achievements have been attained in promoting gender equality and empowerment globally especially in the Philippines. The country has made several landmark policies and noteworthy initiatives to ensure women are protected in all sectors. With the Philippine government at the forefront of achieving the goal, frameworks and guidelines have been established and mainstreamed in the Philippine bureaucracy in all levels of development and program administration. However, certain issues are still encountered in implementing programs and projects in various workplaces both within the country and private institutions managed by Filipinos abroad. Nevertheless, these issues are continuously addressed in order to ensure that women participate, empowered, protected and treated with dignity to ensure that accomplishments are maintained and remain relevant and sustainable.

# Goal 5: Achieve Gender Equality and Empower All Women and Girls

Men and women have equal human rights, equal opportunity, and are equally responsible for ensuring a sustainable future. Empowering women and girls has been proven to be critical in achieving economic growth and development. With this principle, the United Nations Development Program (UNDP) underpinned its importance with the inclusion of gender equality and empowerment of women in the Millennium Development Goal (MDG). Since then, remarkable progress has been accomplished over the past years in most nations by giving women and girls equal opportunities in education, health, and participation in societal development. To ensure progress is maintained, gender equality and empowerment of women and girls are once again included in the Sustainable Development Goals to be achieved by 2030 under SDG 5. Central to this, is guaranteeing that a legal framework against discrimination is established, violence against women is significantly reduced, equal rights and opportunity are provided, health services and assistance are delivered, women participation is strengthened and gender equality is promoted in all sectors.

Since those early years, International Women's Day has assumed a new global dimension for women in developed and developing countries alike. The growing

international women's movement, which has been strengthened by four global United Nations women's conferences, has helped make the commemoration a rallying point to build support for women's rights and participation in the political and economic arenas.

To ensure the achievement of gender equality under SDG Goal 5, nine (9) targets are established that cut across various levels in the government, private institutions, local sectors, and national policies. Major targets were identified as a means of measure of the overall achievement of the goal:

- a) End all forms of discrimination against all women and girls everywhere,
- b) Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation,
- c) Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.
- d) Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
- (e) Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life,



(f) Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences. (g) Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws, h) enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women, and, i) adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

# Relevant Policies and Reforms on the Achievement of SDG 5 in the Philippines

## Republic Act 6949

celebration of Women's Month

## Republic Act 11313

Safe Spaces Act of 2018

## Executive Order No. 273, s.1995

framework for promoting gender-responsive development in the country

## Republic Act 7877

Anti-Sexual Harassment Act of 1995

## Republic Act 9262

Anti-Violence Against Women and Their Children Act of 2004

## Republic Act 7192

institutionalized the importance of women in all government agencies

## Republic Act 10398

National Consciousness Day For  
The Elimination Of Violence  
Against Women And Children

## Republic Act 8972

Expanded Solo Parents Welfare  
Act

## Republic Act 11862

Expanded Anti-Trafficking in  
Persons Act of 2022

## PCW-DILG-DBM- NEDA Joint Memorandum Circular No. 2016-01

Guidelines on the Localization  
of tht8e Magna Carta of  
Women

## Memorandum Circular No. 48, series of 2013

all concerned government  
agencies to adopt the gender  
equality guidelines in the  
development of respective media  
policies and implementing  
programs

## Republic Act 10354

The Responsible Parenthood  
and Reproductive Health Act

# Gender Equality in the Workplace

## DEPARTMENT OF AGRICULTURE

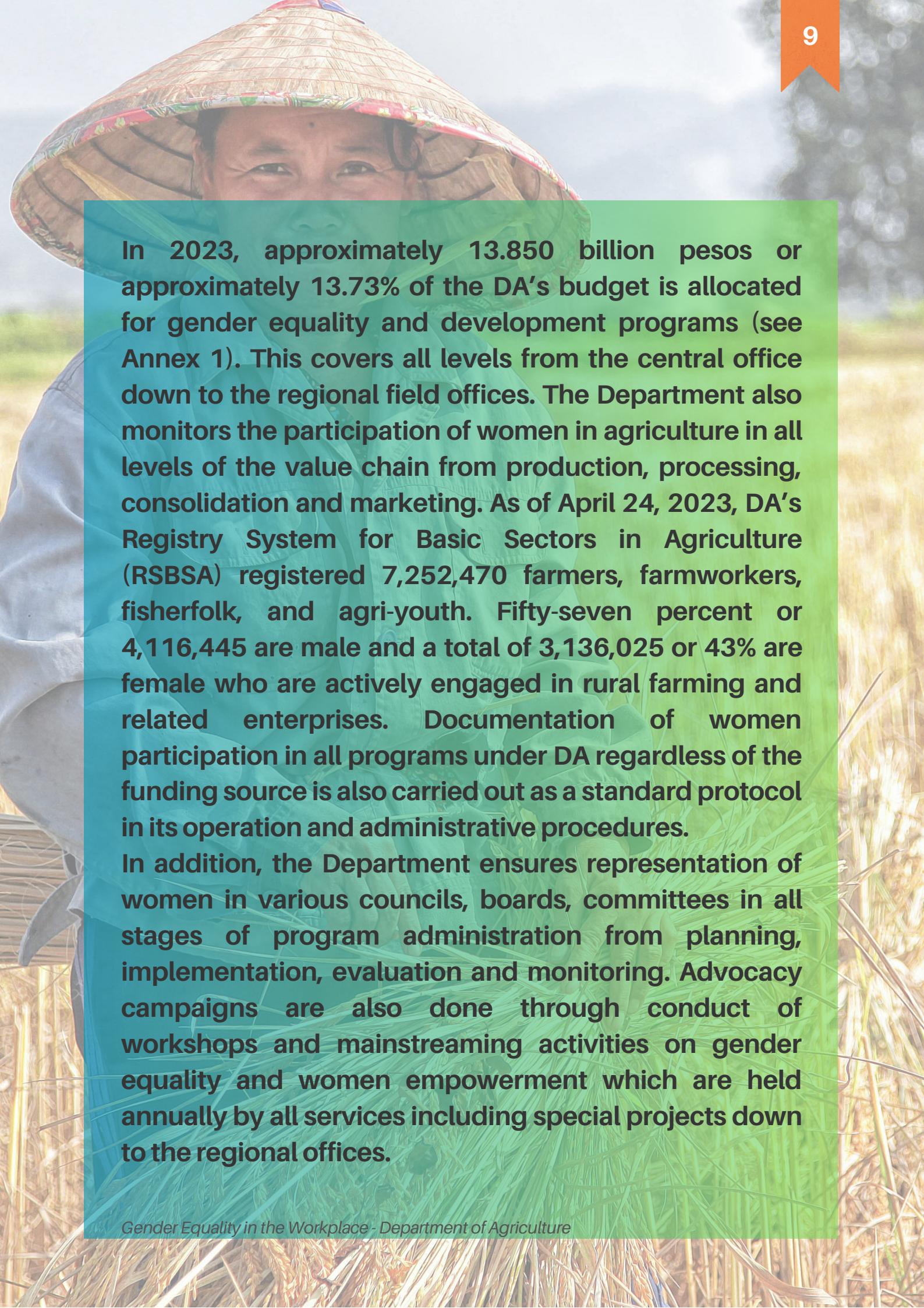
The Department established its role in contributing to the promotion of gender equality and women's empowerment in the agriculture sector through the planning, implementation, monitoring, and evaluation of funded programs and projects. A checklist for Agriculture and Agrarian Reform was developed by the National Economic and Development Authority (NEDA) in designing projects for the agriculture sector to help achieve gender equality results. These are as follows:

- a. improved capacity of women and men farmers to improve their agricultural production;
- b. enhanced economic options for women farmers;
- c. increased women's access to and control over agricultural technologies, training credit, markets, and information;
- d. increased proportion of women going into rural production activities or enterprises that have been traditionally associated with men;
- e. increased number of women adopting new technologies or crops;
- f. increased employment of rural women and men;
- g. improved leadership capacity of women involved in farmers' organizations and similar groups;
- h. greater representation of women in producers, marketing, and similar rural organizations; and
- i. improved capacity of rural development agencies to plan, design, implement, and monitor programs and projects that address gender issues and the concerns of women farmers.



**Ms. Ma. Rio Luz Ando Majadas, a nominee for the 2022 DA Search for Outstanding Rural Women**

In addition, gender equality framework and mechanisms are already institutionalized within the Department. The Office of Gender Development/Gender Equality and Social Inclusion (GD/GESI) was established to lead in the gender development agenda and harmonize the efforts in achieving gender parity and women participation, especially the marginalized groups. Focal persons in all programs, projects, divisions and services are also identified to ensure systematic reporting and monitoring of gender and development initiatives.



In 2023, approximately 13.850 billion pesos or approximately 13.73% of the DA's budget is allocated for gender equality and development programs (see Annex 1). This covers all levels from the central office down to the regional field offices. The Department also monitors the participation of women in agriculture in all levels of the value chain from production, processing, consolidation and marketing. As of April 24, 2023, DA's Registry System for Basic Sectors in Agriculture (RSBSA) registered 7,252,470 farmers, farmworkers, fisherfolk, and agri-youth. Fifty-seven percent or 4,116,445 are male and a total of 3,136,025 or 43% are female who are actively engaged in rural farming and related enterprises. Documentation of women participation in all programs under DA regardless of the funding source is also carried out as a standard protocol in its operation and administrative procedures.

In addition, the Department ensures representation of women in various councils, boards, committees in all stages of program administration from planning, implementation, evaluation and monitoring. Advocacy campaigns are also done through conduct of workshops and mainstreaming activities on gender equality and women empowerment which are held annually by all services including special projects down to the regional offices.

Development of IEC materials, flyers, magazines and brochures are also funded for distribution during market related events, trade fairs and road shows. On top of that, the Department also highlighted the promotion of women empowerment and participation in the agriculture sector by organizing the annual Search for the Outstanding Rural Women (SORW). The activity aims to recognize and underscore women's contribution to food security and agriculture and fishery development, support to sustainable development in their community and their impact to other women in the sector.

#### Nominees of the 2022 DA Search for Outstanding Rural Women in Agriculture



## DEPARTMENT OF TRANSPORTATION

The Department of Transportation (DOTr) promotes gender equality in the workplace through implementation of different programs across all of its office sectors, namely, maritime, aviation, railway, and road. The Gender and Development (GAD), in accordance with the stipulations under Republic Act No. 7192 and Executive Order No. 348, was established on July 03, 1995, in the plans, programs and budget of the Department.

The previous DOTr Secretary has initiated the strengthening of the department's commitment to gender equality in the workplace by institutionalizing the DOTr - Gender and Development Focal Point System (DOTr - GFPS) through a department order. It was established to ensure that DOTr will be able to implement Gender Mainstreaming strategies and building capacities among Attached Agencies' plans and projects, and activities. Funds are allocated for programs, activities, and initiatives that support the GFPS's organization, management, and operations, and are charged to the DOTr's GAD budget. Last 2022, approximately 85.7 billion pesos or 56.61% of the DOTr's budget is allocated for gender equality and development programs. Among the DOTr programs that were implemented to promote gender equality are the following:

- The Department of Transportation (DOTr) promotes gender equality in the workplace through Provision of MRT3 free ride to women passengers during the International Women's Month Celebration
- Conduct of workshops among GFPS TWG on the development of training modules for gender-responsive handling and managing of passenger complaints
- Conduct of Gender Mainstreaming sessions for top level management
- Orientation on the salient provisions of RA 9710 and the GEWE indicators for DOTr Personnel
- Conduct of RA 11313: Safe Spaces Act (Bawal Bastos Law) to 40 MRT3 employees

A large portion of this fund will be used to construct several infrastructures like airports, railway system, roads and maritime projects that provide improved gender-responsive facilities. One specific example is the planned South Commuter Railway Project (SCRP). As recommended by the Asian Development Bank (ADB), eighteen (18) stations and the south depot will be constructed, integrating design features that are friendly to and safe for elderly people, women, children, and people with disabilities. The protection from gender-based violence will also be integrated in the railway project. The DOTr Gender-Based Violence Guidelines will be implemented and best practices are

planned to be documented. It was also proposed that all personnel hired by the contractor under the project will undergo Gender-based Violence and Sexual Exploitation, Abuse and Sexual Harassment (GBV-SEAH) awareness-raising sessions as part of the personnel orientation programs on official working time. The same awareness sessions will also be conducted in all twenty-two (22) barangays where the stations are located. In the construction process, civil works contractors are strongly encouraged to employ at least 20% female and 1% PWD in skilled and unskilled roles in all stages of civil works. Institutional and legal environment for gender equality will also be improved by strengthening institutional capacity. Accessible Travel Policy for Operators, including an accessibility tool, will also be developed and implemented to improve access for all with emphasis on the distinct needs of women and girls with disability.

**Free ride to women during Women's Month**



## Women in the railway transportation



North  
South  
Commuter  
Railway  
Project



## LANDBANK OF THE PHILIPPINES

LANDBANK of the Philippines supports the government's drive towards strengthening the gender and development (GAD) plans and programs, policies and activities pertaining to gender equality with a budget attribution of 50.01% of its corporate operating budget (COB) as part of its continued commitment to woman empowerment and gender equality (see Annex 1). In 2019, LANDBANK wired its GAD Focal Point System (GFPS) through its re-formation creating Regional GAD Focal Point Subsystems. As part of capability-building initiatives, the members of the said team attended the Gender Sensitivity Training that helps them educate on basic and pertinent GAD knowledge and values which significantly contributed to the various segments of the society.

In order to give protection against gender-based sexual harassment, LANDBANK also brace the implementation of Republic Act No. 11313 or "The Safe Spaces Act". This Act addresses the gender-based sexual harassment in workplaces and other public areas. Posters of the said Act were also displayed in the bank premises (as shown in the above pictures) as part of the bank's efforts to maintain a safe and secure place of work as well as in public places that aids in preventing the incidences of sexual harassment with #SafeSpacePArasaLahat.

There are also several GAD activities that the bank conducts in support for this advocacy such as the following:

- The National Women's Month Celebration (held every March of the year) - LANDBANK conducts an activity called "Purple Wednesdays". It is when personnel of the bank are advised to wear purple-colored attires in support of the advocacy activity in promoting and understanding the importance of gender equality.
- The 18-Day Campaign to End Violence against Women (VAW) - this movement was actively supported and observe by the bank through the "Orange Your Icon" campaign with the aim of upholding the women's rights and to raise awareness on VAWS as LANDBANK enjoins the Philippine Commission on Women (PCW) pursuant to Presidential Proclamation No. 1172, s. 2006.
- LANDBANK Day Care Center - it is a worksite day care center located at the main branch to assist employees (both men and women) in keeping a work-life balance and assist in resolving GAD matters in relation with childcare and parenting.
- LANDBANK Lactation Station - the bank is a strong advocate of exclusive breastfeeding and helps in promoting through social platforms the importance of this to the health and wellbeing of their babies .

## Webinars on Gender and Development and Woman Empowerment conducted by the Landbank of the Philippines (LBP)

The image shows three separate promotional posters for webinars, each featuring the Landbank logo and a different theme:

- Left Poster:** "18-DAY CAMPAIGN TO END VIOLENCE AGAINST WOMEN WE INVITE YOU TO A LEARNING SESSION ON 'LAWS ON WOMEN'". It features three stylized figures holding signs that read "Rights", "WOMEN", and "Equal". Below the title, it lists the resource speaker as MARICHU M. BUERGO, PCW GAD Resource Pool, via Zoom on November 29, 2022, from 3:00 p.m. - 5:00 p.m., with Meeting ID: 847 2721 1656 and Passcode: 72491.
- Middle Poster:** "IN SUPPORT OF THE 18-DAY CAMPAIGN TO END VIOLENCE AGAINST WOMEN YOU ARE CORDIALLY INVITED TO A LEARNING SESSION ENTITLED 'MOVE' MEN OPPOSED AGAINST VIOLENCE EVERYWHERE (HOW MEN CAN BE PARTNERS IN ENDING VIOLENCE AGAINST WOMEN [VAW])". It features the "MOVE" logo with the tagline "Men Opposed to VAW Everywhere!". Below the title, it lists the resource speaker as REYNALDO G. DE GUIA, National Chairperson, MOVE, via Zoom on December 9, 2022, from 3:00 p.m. - 5:00 p.m., with Meeting ID: 837 0610 8490 and Passcode: 550329.
- Right Poster:** "GROWTH HORMONE DEFICIENCY" in support of MERCK. It features silhouettes of a blue adult and a red child pushing a stroller. Below the title, it states: "is a rare condition that mainly affects children. If not treated successfully, it can result in short stature, weak bones and an inability to tolerate exercise. Early diagnosis and treatment can help children with GHD to grow at a normal rate and achieve a healthy adult height that is genetically determined from both parents." It also lists the resource speaker as REYNALDO G. DE GUIA, National Chairperson, MOVE, via Zoom on December 9, 2022, from 3:00 p.m. - 5:00 p.m., with Meeting ID: 837 0610 8490 and Passcode: 550329.

- Leave Benefits under Magna Carta of Women - Republic Act No. 9710 was granted to employees to ensure that there is an equal rights and opportunities for men and women.
- Mental Health Learning Sessions and Gender Sensitivity Training Programs and Seminars - these are the bank's GAD capability building initiatives.

The above posters are some of the recent webinars conducted by the bank in lieu of gender and development and woman empowerment.

The LANDBANK of the Philippines ensures that both men and women have the benefit of equal opportunities for professional growth and advancement, with the highest standard of ethics and excellence with professionalism towards serving the nation.

## BUREAU OF IMMIGRATION

The Philippine Bureau of Immigration (BI) has implemented several measures to promote gender awareness and equality among its clients and personnel. These measures are in compliance with Executive Order No. 273, s.1995, the Philippine Plan for Gender-Responsive Development 1995-2025, and Philippine Commission on Women Memorandum Circular No. 2011-01. The memorandum provides guidelines for the creation and institutionalization of the Gender and Development Focal Point System. To ensure effective implementation, BI's 2023 Gender and Development (GAD) Plan and Budget (Annex 1) has allocated 5% of its GAA budget amounting to Php 80.7 million, to promote gender awareness and equality in the workplace and service delivery.

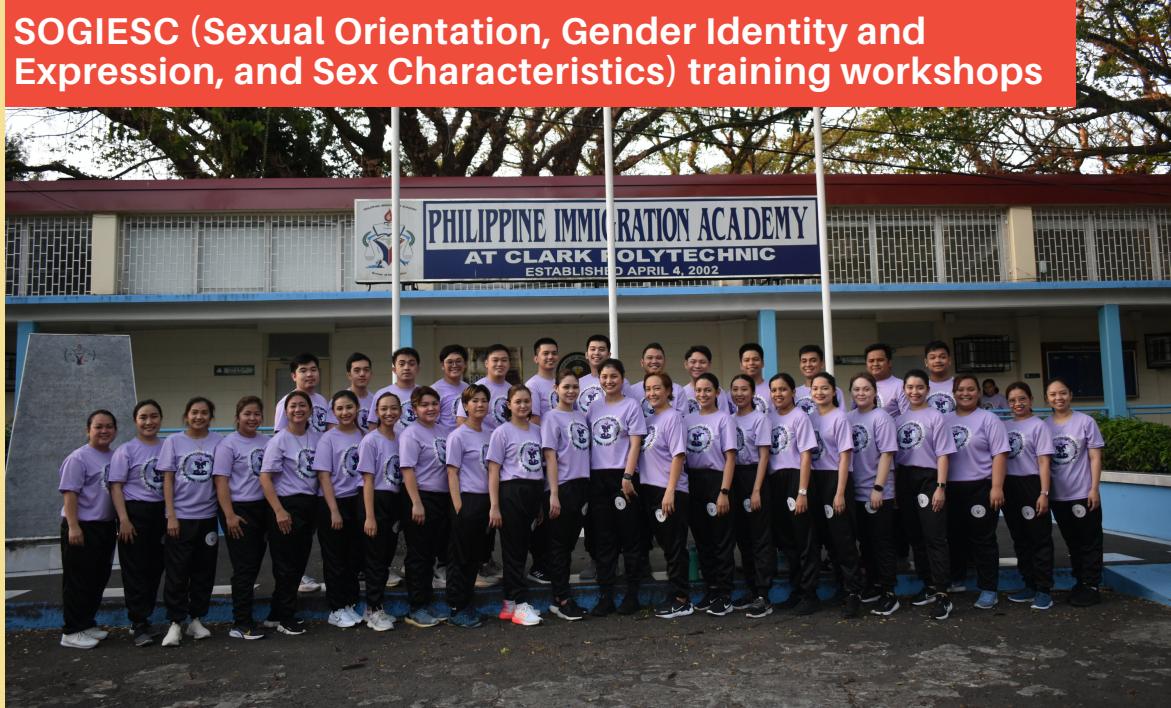
- Client-focused Information, Education, and Communication (IEC) campaign: Due to the high demand for overseas domestic helpers, many women are interested at various international ports of exit and repatriated to the Philippines. To address this issue, the Bureau has implemented a national campaign against trafficking in persons (TIP). This campaign includes the issuance of newsletters and the organization of BI-GAD caravans in areas with high concentrations of TIP victims. The aim of the campaign is to raise awareness about the dangers



of human trafficking and to provide education and support to those who have been victimized.

- **Gender Sensitivity and Equality Training:** In relation to RA9710, the Magna Carta of Women Implementing Rules and Regulations, 95% of BI employees nationwide have undergone regular gender sensitivity and equality training programs to ensure all employees are capacitated on GAD.

#### SOGIESC (Sexual Orientation, Gender Identity and Expression, and Sex Characteristics) training workshops



- **Gender-sensitive Policies and Guidelines:** In line with the Anti-Sexual Harassment Act of 1995 (RA 7877), the Bureau aims to promote a safe and respectful working environment for all employees, free from the threat of sexual harassment. It has a Committee on Decorum and Investigation (CODI) to

address issues related to sexual harassment in the workplace. CODI collaborates with the Gender and Development (GAD) focal person and the Planning and Policy Division to develop gender-sensitive policies and guidelines, including procedures for investigating sexual harassment complaints and establishing grievance mechanisms, to ensure that they align with the principles of gender equality and respect for diversity.

- **Gender-responsive Infrastructure and Service Delivery:** To promote inclusivity and support the needs of nursing personnel and clients by recognizing the importance of providing a private and comfortable space for nursing mothers, the Bureau has constructed a lactation center at its Intramuros office. Further, in relation to RA 9710, Sec 22. right to decent work, the Bureau also plans to establish 19 daycare or childminding facilities in various field and district offices to enable personnel to balance family obligations and work responsibilities. The bureau also has gender-neutral restrooms in various field offices to promote inclusivity and respect for gender diversity.
- **Collaboration with Gender Equality Advocates:** To strengthen its gender mainstreaming efforts and promote gender equality in the immigration sector, the Bureau of Immigration collaborates with various

government and non-governmental organizations, as well as women's groups such as the International Office for Migration, Commission on Filipino Overseas, Philippine Commission on Women, and Voice of the Free. These collaborations aim to enhance the Bureau's understanding of gender issues, empower women by promoting their human rights and fighting against sexual exploitation, and boost gender equality in the immigration sector through regular training workshops.

By implementing these measures, the Bureau of Immigration strives to create a more inclusive, respectful, and safe working environment for all employees and provide accessible and responsive services to all clients, regardless of their gender identity or expression.

#### Celebration on National Women's Month



# WOMEN DURING THE COVID-19 PANDEMIC

(data from the UN Statistics)

## BEFORE COVID-19

**DESPITE IMPROVEMENTS,  
FULL GENDER EQUALITY  
REMAINS UNREACHED**



FEWER GIRLS ARE FORCED INTO EARLY MARRIAGE



MORE WOMEN ARE IN LEADERSHIP ROLES

## COVID-19 IMPLICATIONS

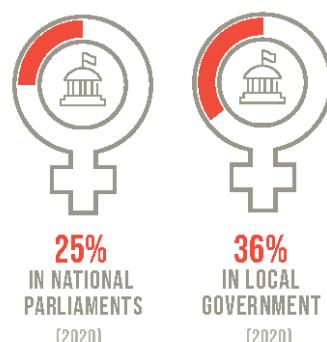
**LOCKDOWNS ARE INCREASING THE RISK OF  
VIOLENCE AGAINST WOMEN AND GIRLS**



CASES OF DOMESTIC VIOLENCE  
HAVE INCREASED BY 30%  
IN SOME COUNTRIES

**WOMEN**  
**MUST BE REPRESENTED FAIRLY**  
IN PANDEMIC-RELATED LEADERSHIP ROLES

### WOMEN REPRESENT



**WOMEN ARE ON THE FRONT LINES  
OF FIGHTING THE CORONAVIRUS**



**WOMEN ACCOUNT FOR 70%  
OF HEALTH AND SOCIAL WORKERS**



**WOMEN BEAR ADDITIONAL HOUSEHOLD BURDENS  
DURING THE PANDEMIC**

WOMEN ALREADY SPEND ABOUT THREE TIMES AS MANY HOURS  
IN UNPAID DOMESTIC AND CARE WORK AS MEN

## PROVINCIAL GOVERNMENT OF NUEVA ECIJA

In March 2017, the Provincial Government of Nueva Ecija passed a Resolution enacting Ordinance No. 01-S-2017 which is known as "An Ordinance providing for Gender and Development Code of the Province of Nueva Ecija, and for Other Purposes." This Ordinance, which is also known as the GAD Code of Nueva Ecija, aims to ensure the equal benefit and participation of both men and women in the development of programs and projects in the departments and offices in the Province pursuant to Republic Act 7192 or the Women in Development and Nation Building Act.

This Ordinance institutionalized the full implementation of a gender-sensitive province and ensured the participation of the Provincial Government in promoting gender equality in the workplace. Through Section 16, Article II of this Ordinance, a Gender and Development Focal Point System (GFPS) was constituted - the Executive Committee and the Technical Working Group.

This composition of the GFPS is responsible for ensuring the gender mainstreaming efforts in the province through policy making, strengthening the partnership of the Provincial Government with the women's groups, CSOs, national government, and others.

**Meanwhile, in 2022, Provincial Government of Nueva Ecija has a total budget of P 502,607,022.32 allocated for the Gender and Development Plan and Budget. Activities and programs such as capability building, self enhancement training, gender rehabilitation program, school-based information and education campaign on HIV/AIDs and adolescent reproductive health, and others were included in the 2022 Annual Gender and Development Plan and Budget of the Provincial Government.**

On the other hand, the Provincial Human Resource Management Office (PHRMO) of Nueva Ecija is one with ensuring a more inclusive and supportive working environment for its women employees. Records of this office show that out of 1,735 plantilla employees, 869 are women which comprises 50% of the total plantilla workforce.

To actualize this goal, the Nueva Ecija PHRMO implements human resource policies to address the specific needs of women employees such as availment of leave benefits, equal employment opportunities, and prevention against sexual harassment.

Pursuant to R.A. 11210 or the Expanded Maternity Leave Law which entitles women who underwent live childbirth to 105 days maternity leave with full pay, female employees are privileged to use this special leave benefit. Meanwhile, those who suffered from

miscarriage or emergency termination of pregnancy, or delivered stillbirth, can avail of 60 days maternity leave with full pay. This leave benefit is granted to all women employees of the government regardless of their employment status.

Moreover, another leave benefit for women which is being availed by employees of the Provincial Government is the Special Leave Benefits for Women pursuant to R.A. 9710 or the Magna Carta for Women. This special leave benefit entitles women who underwent surgery for gynecological disorders for up to two (2) months of leave with pay.

Meanwhile, the recruitment and selection process of the PHRMO of the Provincial Government ensures that equal opportunities to both men and women are given during the hiring process of the agency. In consonance with Section 83 of Rule IX of the 2017 Omnibus Rules on Appointments and Other Human Resource Actions, as amended, it declares that there shall be no discrimination in the selection of employees on the account of age, sex, sexual orientation and gender identity, civil status, disability, religion, ethnicity, or political affiliation. Abiding to this policy, the PHRM Office of the Provincial Government of Nueva Ecija ensures that the procedure on the hiring and selection process provides equal treatment of individuals by adopting the Equal Employment Opportunity Principle.

Lastly, in order to protect the rights of female employees, a Committee on Decorum and Investigation was created in this agency in order to handle sexual harassment cases in the workplace. This committee is responsible for investigating complaints on sexual harassment, spearheading discussions on awareness and present incidents of sexual harassment based on the Civil Service Commission's approved administrative disciplinary rule on sexual harassment.

These programs, activities and data on the promotion of gender equality in the local government of Nueva Ecija demonstrate its efforts to achieve the goal of a fair and equal environment for women in the local setting.



**Oath taking of Honorable Czarina D. Umali, the first female governor of the Province of Nueva Ecija**

## DAGAZ HR CONSULTANCY & RECRUITMENT COMPANY FZ LLC - PRIVATE SECTOR - DUBAI, UNITED ARAB EMIRATES

Gender equality is of prime importance in the United Arab Emirates. The constitution of the UAE government guarantees equal rights for both men and women, where women enjoy the same legal status, claim to titles, the right to practice professions, access to education, and the right to inherit property as men (as per Sharia law, only male heir inherits property). Women are guaranteed to have the same access to employment, health and family welfare facilities. In fact, UAE has been named one of the region's pioneers in leadership of equality in government, economics, health and education. According to the World Economic Forum 2022 report on gender gap, the UAE ranked 1st in Middle East and North Africa (MENA) and 24th in global ranking on women's security, justice and inclusion from 170 countries. Globally, UAE is reported to be the country where women feel safest. In 2021, UAE recorded gender parity in increasing women's representation in parliament.

Business women in the UAE participate actively in the private sector. Enjoying equal rights to economic resources, including guaranteed equal pay, access to ownership and control over land and other forms of financial services, inheritance and natural resources,

property, this is in accordance with the national law. In 2021, the UAE Security and Commodities Authority mandated listed companies to have at least one woman on their board of directors.

With this in mind, all private sectors are all mandated to abide by the labor law. Gender Equality in the workplace as mandated by the UAE law and which all private companies have to comply with. Violation of these provisions will result in penalties. Article 4 of the UAE labor law already provides that the female worker shall be granted a wage equal to that as the man is earning if she were performing the same work. This way, the UAE strives to empower and promote the social inclusion of all.

The Labour Law provides that the female worker shall be granted the same wage as the man if she were performing the same work. The Law on Equal Wages and Salaries for Men and Women ensures that women's rights are protected and they have equal job opportunities. In addition, the Gender Balance Council recommends integrating gender into policies and programmes and implementing gender balance in leadership positions amongst other actions to bring gender balance at workplace.

Under Article 30 of the Federal Decree Law No. 33 of 2021 on the Regulation of Labour Relations in the Private Sector, the 'UAE Labour Law', provisions of

**maternity leave.**

A female worker is entitled to a maternity leave of 60 days, out of which- 45 days will be fully-paid leave; 15 days will be half-paid leave. Article 9 (1) of UAE's Federal Law No. 10 of 2019 on Protection from Domestic Violence.

When placing our female candidates we make sure that they are given proper attention and free from sexual harassment. Since the company is only recruiting skilled workers, in this case, sexual crimes in this profession are very low. As low as 1.5 per every 10,000 women in UAE. Just to site the law on Sexual harassment, the sexual crimes are covered under Articles 358, 359, 361, and 362 of The Federal Law no. (3) of 1987 promulgating the penal code.

Article 358 provides punishment against indecent and disgraceful acts and Article 359 specifies protection against attempts to disgrace a female verbally or physically in a public place which is punishable with a jail term of a maximum 1 (one) year and AED 10,000 or less.

Dagaz HR Consultancy as a private sector and a social enterprise advocating for gender equality. The company is 90% owned by women, 76% young women associates. Partnering with private companies and non-profit organizations to promote and campaign for gender equality and violence against women.

Participating and sponsoring in several events on Women Empowerment, in collaboration with other private sectors, government sectors and non profit community organizations. We empower women and girls to thrive and reach their full potential. We partner with Universities in the Philippines and UAE on mentoring young women and girls and providing them work while they are studying. As a consultant to the UAE government to support their program in empowering people with disability to find work. We have placed several Emirati women with disabilities in private sectors. We conduct a professional VOIC training program on career development and career management for young women.

### Celebration on International Women's Day



# Key Issues and Challenges

A common issue among the discussed initiatives in the workplace is the implementation of GAD programs. Several programs are not implemented as planned thereby resulting in non-achievement of desired output and results. It has also been observed that programs that are initiated tend to be organized in compliance only to the provision of existing laws but are not responsive to the needs of the intended participants. Unutilized funds for GAD activities are usually diverted or realigned for other purposes to augment the deficit funding of other core programs especially in national government offices and local government units.

Another concern is the non-compliance of several offices in designating focal persons in their respective workplace as well as inactive GAD offices which are also noted in several Audit Observation Memorandum of Commission on Audit. This resulted in poor performance in achieving the desired goal in mainstreaming gender equality in workplaces.

It can also be noted that a large portion of government offices are composed of contractual workers that are working on a non-employer-employee status and are classified as self-employed. Although laws are enacted to provide benefits to workers, especially to women, these benefits are not enjoyed by these employees given their status of employment. Internal arrangements are given to provide consideration,

however, the issues still remain, i.e. non-compliance to major provisions of the law in giving benefits particularly afforded for women.

Despite the efforts to achieve the goal on gender equality in the workplace in the local government setting, there were some notable observations during the data gathering. It was observed that the composition of CODI needs a revision since some of the members of the committee are not affiliated with the agency to date.

Gender stereotyping is also found to still exist in workplaces by giving lower opportunity or less likelihood of landing a job during the selection process of applicants particularly against women compared to men given the possibility of childbirth and maternal concerns which put offices and private companies at a disadvantage in terms of work productivity.

# Conclusion

Globally, the unemployment rate for women remains higher than men despite the increasing number of women entering the workforce. There are still many women working in the agriculture industry and family-owned businesses that are not receiving salary. Women still suffer in a poor working environment, low pay and lack of protection. Even though there are more women now working in high level positions, the gender gap still persists. Domestic workers are still vulnerable to exploitation and abused due to lack of regulations in that sector.

Government policies and programs can affect the gender gap in the workplace be it in the government sector, private sector, or NGOs. To achieve gender equality and empower women and girls, based on the data presented, at the current pace it would take another 40 years for men and women to be presented equally in national political leadership. In the global perspective -

- 1 in 4 women from 15 years and above have been subjected to intimate partner violence, accounting to 641 million women.
- Only 57% of women in 64 countries from 15-49 years of age are making their own decisions on sex and reproductive health care.
- There's a need for gender-responsive budgeting to be strengthened.

Our aim in sharing information is to increase the awareness and understanding of gender equality in our workplace. Promote and advocate the benefits in achieving gender equality. We can help in creating policies in our workplace such as highlighting the maternity, protection and paternity benefits in the workplace. Creating family policies that will address domestic issues that will help the workers in balancing work and personal life. We need to address discrimination in youth employment. The consequences on migrant workers especially on women in some cases become victims of human trafficking. We also need to put emphasis on the occupational safety and health issues at work. Be serious about policies on sexual harassment at workplaces, we can't just ignore and be quiet about it. Decent workplace should be promoting equality by advancing opportunities for women to gain freedom and human dignity, encourage employment opportunities, enhance social protection, and social dialogue. For many women, these rights are limited. Gender equality and non-discrimination should be the basic practice in every workplace or everywhere. There are things we can do to help close the gap. We can educate others and avoid discrimination at all levels. Consider female mentors/ leaders, there's a lot more you can learn from women in high positions.

**Women still earn 10 to 30% less than men for the same job. Voice your support for equal pay, equal work. Raise your voice against any forms of harassment. Support, donate to charities advocating SDG No. 5.**

**Invest in partnership and collaboration to speed up and close the gender gap. Collaborate to create activities with different government sectors, associations, civil society groups. Dissemination of information is of utmost importance, lack of information prevents us from solving the issue. Stay informed and follow the news that concerns gender equality. Let's promote a culture of equality.**

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# Annexes

**Latest Annual Gender and Development (GAD) Plan and Budget**  
<https://docs.google.com/document/d/16zDdgT4KZ9kohmlDmNhYDuS6jMOuLvSQjAYzt00ICzU/edit?usp=sharing>





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April 30, 2023